



POSITION DESCRIPTION

Melbourne Medical School, Department of Medical Education
Faculty of Medicine, Dentistry and Health Sciences

Lecturer/Senior Lecturer – Medical Education in Indigenous Health

POSITION NO	0031819 <i>Only Indigenous Australians are eligible to apply as this position is exempt under the Special Measure Provision, Section 12 (1) of the Equal Opportunity Act 2011 (Vic).</i>
CLASSIFICATION	Level B - C
SALARY	\$98,775-\$117,290 (Level B) or \$120,993-\$139,510 (Level C) p.a. (pro-rata)
SUPERANNUATION	Employer contribution of 17%
WORKING HOURS	Part-time (0.5 FTE)
BASIS OF EMPLOYMENT	Continuing Work focus: Teaching Specialist
OTHER BENEFITS	http://about.unimelb.edu.au/careers/working/benefits
HOW TO APPLY	Online applications are preferred. Go to http://about.unimelb.edu.au/careers , select the relevant option ('Current Staff' or 'Prospective Staff'), then find the position by title or number.
CONTACT FOR ENQUIRIES ONLY	Professor Stephen Trumble Tel +61 3 8344 8035 Email s.trumble@unimelb.edu.au <i>Please do not send your application to this contact</i>

For information about working for the University of Melbourne, visit our website:
about.unimelb.edu.au/careers

Position Summary

The Lecturer or Senior Lecturer - Medical Education in Indigenous Health will have the specific task of working with the Department of Medical Education (DME) in the Melbourne Medical School (MMS) to further develop and implement the School's Indigenous health curriculum in the Melbourne Doctor of Medicine (MD). The Lecturer or Senior Lecturer - Medical Education in Indigenous Health will liaise with academic and professional staff in the DME and associated clinical schools of the Melbourne Medical School, and other key stakeholders in the area of Indigenous health to promote and facilitate the implementation of an effective, coordinated and integrated program of Indigenous health in the MD. The incumbent will also form a close network with staff of the School of Population and Global Health and other Schools and Centres in the Faculty of Medicine, Dentistry and Health Sciences. The Faculty and the Melbourne Medical School are committed to actively implementing the Reconciliation Action Plan and this position would be expected to contribute to these aims.

http://murrupbarak.unimelb.edu.au/__data/assets/pdf_file/0005/2066837/RAP-FINAL.pdf

The position is responsible to the Head, Department of Medical Education.

Note: although this position is advertised as 0.5 full time equivalent, there is some flexibility in this appointment fraction.

1. Key Responsibilities

1.1 TEACHING AND LEARNING

- ▶ Review and improve the Indigenous health curriculum in all 4 years of the MD under the supervision of the Head of the DME
- ▶ Liaise with subject coordinators and Directors of Medical Student Education in the MD to facilitate the implementation and ongoing development of the Indigenous health curriculum within the MD.
- ▶ Liaise with the Leaders in Indigenous Medical Education (LIME) group to facilitate best practice in indigenous medical education
- ▶ Identify suitable people to prepare and deliver evidence-informed lectures and seminars.
- ▶ Identify suitable community-based learning experiences for MD students
- ▶ Advise on the development of assessment items relevant to the Indigenous health curriculum
- ▶ Advise on the evaluation of the Indigenous health program implementation

1.2 LEADERSHIP AND SERVICE

- ▶ Attend appropriate conferences related to teaching and learning in Indigenous health and incorporating those learnings into practice
- ▶ Actively participate in relevant School and Department of Medical Education committees

1.3 ENGAGEMENT

- ▶ Effectively advocate for improved Indigenous health teaching in clinical placements
- ▶ Ensure MD students are positively engaged and learning about Indigenous health

- ▶ Liaise with, and support local Aboriginal Health Services in their interactions with the Melbourne Medical School
- ▶ Occupational Health and Safety (OH&S) and Environmental Health and Safety (EH&S) responsibilities as outlined in section 4.

In addition to the above, responsibilities for a level C appointee may include:

1.4 RESEARCH

- ▶ Contribute to research on how students learn about Indigenous health
- ▶ Advise on any funding sources for research in this area

2. Selection Criteria

2.1 ESSENTIAL

- ▶ A tertiary qualification, preferably in healthcare
- ▶ Experience in education on the health and wellbeing of Indigenous Australians
- ▶ Experience in developing and implementing curricula
- ▶ Excellent interpersonal skills, with a demonstrated ability to liaise effectively with a wide variety of people from diverse backgrounds
- ▶ An appreciation of health inequities faced by disadvantaged and minority groups in Australian society, particularly Indigenous Australians, and an ability to manage complex relationships in addressing these issues
- ▶ An understanding of the dynamics and context of the Aboriginal Community Controlled health sector
- ▶ Ability to work independently as well as collaboratively and flexibly within a team

In addition to the above, essential criteria for a Level C appointment are:

- ▶ Extensive experience in medical education and curriculum development
- ▶ Evidence of innovation and impact in teaching and learning
- ▶ A record of peer reviewed publications relating to education and/or Indigenous health

2.2 DESIRABLE

- ▶ A medical degree or other health professional degree and Australian registration as a clinical practitioner
- ▶ A Masters or PhD (or an equivalent degree) or a commitment to undertake a PhD (or an equivalent degree)
- ▶ A higher degree or diploma in education
- ▶ Demonstrated interest in research relevant to the role.

3. Equal Opportunity, Diversity and Inclusion

The University is an equal opportunity employer and is committed to providing a workplace free from all forms of unlawful discrimination, harassment, bullying, vilification

and victimisation. The University makes decisions on employment, promotion and reward on the basis of merit.

Only Indigenous Australians are eligible to apply as this position is exempt under the Special Measure Provision, Section 12 (1) of the Equal Opportunity Act 2011 (Vic).

The University is committed to all aspects of equal opportunity, diversity and inclusion in the workplace and to providing all staff, students, contractors, honorary appointees, volunteers and visitors with a safe, respectful and rewarding environment free from all forms of unlawful discrimination, harassment, vilification and victimisation. This commitment is set out in the University's People Strategy 2015-2020 and policies that address diversity and inclusion, equal employment opportunity, discrimination, sexual harassment, bullying and appropriate workplace behaviour. All staff are required to comply with all University policies.

The University values diversity because we recognise that the differences in our people's age, race, ethnicity, culture, gender, nationality, sexual orientation, physical ability and background bring richness to our work environment. Consequently, the People Strategy sets out the strategic aim to drive diversity and inclusion across the University to create an environment where the compounding benefits of a diverse workforce are recognised as vital in our continuous desire to service for excellence and reach the targets of Growing Esteem.

4. Occupational Health and Safety (OHS)

All staff are required to take reasonable care for their own health and safety and that of other personnel who may be affected by their conduct.

OHS responsibilities applicable to positions are published at:

<http://safety.unimelb.edu.au/topics/responsibilities/>

These include general staff responsibilities and those additional responsibilities that apply for Managers and Supervisors and other Personnel.

5. Other Information

5.1 DEPARTMENT OF MEDICAL EDUCATION

<http://medicine.unimelb.edu.au/school-structure/medical-education>

The DME was established as a department within the Melbourne Medical School in 2015, building on the success of the school's Medical Education Unit. It is based at the university's Parkville campus with clinical school bases at metropolitan and rural health services throughout Victoria. It has responsibility for the MD course and postgraduate programs. The DME aims to:

- ▶ Take a leadership role in curriculum development within the Melbourne Medical School
- ▶ Undertake a strategically targeted program of research and publication
- ▶ Assist staff in the development of innovative teaching programs
- ▶ Promote further development of computer based, multimedia teaching

- ▶ Evaluate current and developing teaching programs
- ▶ Assist the development of new methods of assessment
- ▶ Supervise research higher degree students
- ▶ Provide staff development programs to enhance teaching skills

5.2 MELBOURNE MEDICAL SCHOOL

<http://www.medicine.unimelb.edu.au/>

The Melbourne Medical School (MMS) was established in 1862 and has a substantial international reputation for its leadership in teaching and training, health research, policy and practice. The MMS is committed to working with the communities we serve to improve health and advance health care. We will do this through our teaching, learning, research, clinical care and advocacy.

The MMS is composed of eight clinical departments (General Practice, Medical Education, Medicine and Radiology, Obstetrics and Gynaecology, Paediatrics, Psychiatry, Rural Health and Surgery) which are embedded within clinical health services throughout metropolitan Melbourne and rural Victoria.

The MMS delivers a suite of health related graduate programs including the Doctor of Medicine (MD), the first professional entry Masters level medical program in Australia. The Melbourne MD delivers a fresh approach to medical training and creates a new benchmark in 21st century medical education.

The MMS is committed to improving the wellbeing of the community through the discovery and application of new knowledge. The research effort of the school is highly collaborative and spans basic to translational research and involves over 800 graduate researchers and 1000 academic staff.

The MMS also actively participates in the public debate and advocacy around key health issues and policy based on our values of commitment, integrity, compassion, respect and service.

5.3 FACULTY OF MEDICINE, DENTISTRY AND HEALTH SCIENCES

www.mdhs.unimelb.edu.au

The Faculty of Medicine, Dentistry & Health Sciences has an enviable research record and is the University of Melbourne's largest faculty in terms of management of financial resources, employment of academic and professional staff, teaching of undergraduate and postgraduate (including research higher degree) students and the conduct of basic and applied research. The Faculty's annual revenue is \$628m with approximately 55% of this income related to research activities.

The Faculty has a student teaching load in excess of 8,500 equivalent full-time students including more than 1,300 research higher degree students. The Faculty has approximately 2,195 staff comprising 642 professional staff and 1,553 research and teaching staff.

The Faculty has appointed Australia's first Associate Dean (Indigenous Development) to lead the development and implementation of the Faculty's Reconciliation Action Plan (RAP), which will be aligned with the broader University – wide plan. To enable the Faculty to improve its Indigenous expertise knowledge base, the Faculty's RAP will address Indigenous employment, Indigenous student recruitment and retention, Indigenous cultural recognition and building partnerships with the Indigenous community as key areas of development.

5.4 THE UNIVERSITY OF MELBOURNE

Established in 1853, the University of Melbourne is a leading international university with a tradition of excellence in teaching and research. The main campus in Parkville is recognised as the hub of Australia's premier knowledge precinct comprising eight hospitals, many leading research institutes and a wide-range of knowledge-based industries. With outstanding performance in international rankings, the University is at the forefront of higher education in the Asia-Pacific region and the world.

The University employs people of outstanding calibre and offers a unique environment where staff are valued and rewarded.

Further information about working at The University of Melbourne is available at <http://about.unimelb.edu.au/careers>.

5.5 GROWING ESTEEM, THE MELBOURNE CURRICULUM AND RESEARCH AT MELBOURNE: ENSURING EXCELLENCE AND IMPACT TO 2025

Growing Esteem describes Melbourne's strategy to achieve its aspiration to be a public-spirited and internationally-engaged institution, highly regarded for making distinctive contributions to society in research and research training, learning and teaching, and engagement. <http://about.unimelb.edu.au/strategy-and-leadership>

The University is at the forefront of Australia's changing higher education system and offers a distinctive model of education known collectively as the Melbourne Curriculum. The new educational model, designed for an outstanding experience for all students, is based on six broad undergraduate programs followed by a graduate professional degree, research higher degree or entry directly into employment. The emphasis on academic breadth as well as disciplinary depth in the new degrees ensures that graduates will have the capacity to succeed in a world where knowledge boundaries are shifting and reforming to create new frontiers and challenges. In moving to the new model, the University is also aligning itself with the best of emerging European and Asian practice and well-established North American traditions.

The University's global aspirations seek to make significant contributions to major social, economic and environmental challenges. Accordingly, the University's research strategy *Research at Melbourne: Ensuring Excellence and Impact to 2025* aspires to a significant advancement in the excellence and impact of its research outputs.

<http://research.unimelb.edu.au/our-research/research-at-melbourne>

The strategy recognises that as a public-spirited, research-intensive institution of the future, the University must strive to make a tangible impact in Australia and the world, working across disciplinary and sectoral boundaries and building deeper and more substantive engagement with industry, collaborators and partners. While cultivating the fundamental enabling disciplines through investigator-driven research, the University has adopted three grand challenges aspiring to solve some of the most difficult problems facing our world in the next century. These Grand Challenges include:

- ▶ Understanding our place and purpose – The place and purpose grand challenge centres on understanding all aspects of our national identity, with a focus on Australia's 'place' in the Asia-Pacific region and the world, and on our 'purpose' or mission to improve all dimensions of the human condition through our research.
- ▶ Fostering health and wellbeing – The health and wellbeing grand challenge focuses on building the scale and breadth of our capabilities in population and global health;

on harnessing our contribution to the 'convergence revolution' of biomedical and health research, bringing together the life sciences, engineering and the physical sciences; and on addressing the physical, mental and social aspects of wellbeing by looking beyond the traditional boundaries of biomedicine.

- ▶ Supporting sustainability and resilience – The sustainability and resilience grand challenge addresses the critical issues of climate change, water and food security, sustainable energy and designing resilient cities and regions. In addition to the technical aspects, this grand challenge considers the physical and social functioning of cities, connecting physical phenomena with lessons from our past, and the implications of the technical solutions for economies, living patterns and behaviours.

Essential to tackling these challenges, an outstanding faculty, high performing students, wide collaboration including internationally and deep partnerships with external parties form central components of Research at Melbourne: Ensuring Excellence and Impact to 2025.

5.6 GOVERNANCE

The Vice Chancellor is the Chief Executive Officer of the University and responsible to Council for the good management of the University.

Comprehensive information about the University of Melbourne and its governance structure is available at <http://www.unimelb.edu.au/governance>